



# INNOVATIVE METHODS OF PREPARATION OF COMPETITIVE STAFF IN THE MODERN HIGHER EDUCATION SYSTEM

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## ABSTRACT

*The article examines the issues of training competitive personnel in a new stage of development. The author considers the issues of reforming the system of training competitive personnel in the context of expanding international cooperation and deepening democratic reforms in the development of civil society. The paper investigates topical issues of improving the activities of higher education institutions, taking into account international educational programs. An attempt is made to study the current state of higher education and the most important strategic tasks facing it, which directly affect the methods and content of the educational process. The conclusion is made about the need for an innovative approach and further improvement of the work of higher education institutions in a new stage of development.*

**KEY WORDS:** *Higher education, reform, quality, innovation, program, University, pedagogical technology, new stage of development.*

## INTRODUCTION

Modern society of Uzbekistan lives and develops in a rapidly changing world, the reality is that the constant improvement of economic sectors and the social sector has become a necessary condition for the progress of the country. The Republic of Uzbekistan is confidently and dynamically moving towards achieving its main goal - to become one of the developed democratic States. The main mechanism of this aspiration is the system of higher education, built on the processes of systematization, creative processing and use of the experience of previous generations. In a new stage of development of the quality of training should meet the current needs of civil society. In the new conditions, higher education is one of the priorities of the state. In the conditions of improvement of all spheres of social and economic life, the formation of civil society institutions in the country, an important factor is the further development of higher education institutions, which provide an innovative breakthrough in all spheres of activity, through the training of qualified personnel. A necessary condition was the introduction of the main provisions of the strategy of innovative development of the country for 2019-2021 in the activities of higher educational institutions, which determined that "an important condition for the dynamic development of the Republic of Uzbekistan is the accelerated introduction of modern innovative

technologies in the economy, social and other spheres with the wide application of science and technology". (Decree of the President of the Republic of Uzbekistan. About the approval of strategy of innovative development of the Republic of Uzbekistan for 2019-2021. <https://mfa.uz/ru/press/library/2018/09/16135>, 2018)

## LITERATURE REVIEW

Modern problems of the development of higher education in the Republic of Uzbekistan are considered in the works of social scientists of Moscow State University named after M.V. Lomonosov, G.V. Russian University of Economics Plekhanov (Russian Federation), Harvard University (USA), Oxford University (Great Britain), University of Paris (France), Nagoya University (Japan), M. Ulugbek National University of Uzbekistan (Uzbekistan), Center for the Study of Contemporary History of Uzbekistan, Academy of Sciences of Uzbekistan (Uzbekistan).

A large amount of information is provided by studies conducted by international organizations - "Uzbekistan Higher Education report / Report No. 88606-UZ. Modernization of the higher education system. World Bank. (2014), "Uzbekistan. Overview of the higher education system. European Commission. ERASMUS report." (2016), "Overview of the Higher Education System Uzbekistan. European Commission.



(2017).

World Bank specialists have made an analysis of the state and modernization of the higher education system.

The writings of scientists included in the international Erasmus program provide an analysis of the state of higher education in Uzbekistan. (World Education Report. Comparison of World Education Statistics. Montreal: UNESCO Institute for Statistics: [www.unesco.org/education](http://www.unesco.org/education)).

The theoretical understanding of the issues of improving the work of higher education as an important factor in the sustainable development of the country is devoted to the works of the following authors: Brunner, Jose Joaquin, and Anthony Tillet (2007), Weber, Luc, and J. Duderstadt (eds.) (2010), Sondergaard and Murthi (2012), Krajnik W.L. (2015), Nikolaev D. (2010), Rozhdestvensky A.V. (2009), Sattarov S.A. (2018).

It should be noted the significant contribution of authors who have made a worthy contribution to the study of this problem and published scientific articles in foreign publications over the past three years (Theoretical & Applied Science, European Science Review, Europäische Fachhochschule, Eastern European Scientific Journal, "Sciences of Europe").

## RESEARCH METHODOLOGY

During the formation of civil society in Uzbekistan there have been significant socio-economic and cultural transformations that require highly qualified personnel. In the new stage of development "the main objectives of the Strategy to achieve the main objective is the accession of the Republic of Uzbekistan by 2030, the 50 leading countries on the Global innovation index, improved quality and coverage of education at all levels, development of system of continuous formation, flexibility of system of training based on the needs of the economy, strengthening the scientific potential and efficiency of scientific research and development, creation of effective mechanisms of integration of education, science and entrepreneurship for the wide implementation of the results of research, development and technological works". (Decree of the President of the Republic of Uzbekistan. About the approval of strategy of innovative development of the Republic of Uzbekistan for 2019-2021. <https://mfa.uz/ru/press/library/2018/09/16135>, 2018). The analysis shows that the current state of higher education in Uzbekistan does not meet the requirements for the training of competitive personnel. First of all, this was due to the fact that the training system did not take into account the changes related to the process of deepening the market economy. Given the ongoing profound changes in society, the state has set the higher education system a difficult task – to reach the international level and meet the challenges of globalization. In the period of development of civil

society, it becomes important to provide decent higher education to graduates of secondary schools, academic lyceums and professional colleges.

Higher education of the country is designed to train highly qualified personnel with subsequent employment in various spheres of social and economic activity, as well as administrative service areas, scientific, economic, technical and so on. The system of modern higher education is responsible for the skills and special knowledge provided for future specialists, orients students to reveal theoretical or practical aspects in the vectors of the chosen profession, taking into account the creative use of the latest achievements of science and technology.

In modern conditions, the role and importance of highly qualified personnel in ensuring sustainable development of the country, security, production of competitive goods, equal admission to universities of young people from different strata of society is becoming increasingly important. This task strongly dictates the need to "increase the prestige of our universities, increase the number of non-state educational institutions, attract qualified personnel and strengthen competition." (Decree of the President of the Republic of Uzbekistan. About the approval of strategy of innovative development of the Republic of Uzbekistan for 2019-2021. <https://mfa.uz/ru/press/library/2018/09/16135>, 2018).

One of the innovations in the organization of preparation and implementation of the process of admission to higher education of graduates of secondary schools, academic lyceums and vocational colleges is the provision of the opportunity to enter several higher education institutions simultaneously. The next important event in the country was the introduction of a system that allows universities to independently determine the admission of students to the first year, taking into account their real capabilities, the opening of evening and correspondence faculties.

In the conditions of deepening of market economy and development of civil society, the system of higher educational institutions in the Republic of Uzbekistan includes the following educational institutions:

- Universities specializing in academic and professional programs, in accordance with state standards. At the same time all of them have no direct dependence on departmental subordination or form of ownership;
- Institutions engaged in scientific and educational activities, as well as research activities necessary for the functioning of universities;
- Structures exercising public administration of higher education.

During the years of democratic reforms the system of personnel training has been improved in Uzbekistan. There is a two-stage system of higher



education: bachelor's and master's degrees, the number of higher education institutions is growing. The country successfully operates branches of a number of leading universities in Europe and Asia, the United States. It should be noted that " in particular, over the past two years, 35 new higher education institutions have been opened in the country, including 13 foreign ones. Training of personnel in more than 100 new areas of bachelor's degree, 94 specialties of master's degree has been established. As a result of such measures, the enrolment rate of young people in higher education has increased from 9 per cent in 2016 to 20 per cent today. We have set ourselves the goal of bringing this figure to 25 per cent in the near future. [https://pv.uz/ru/news/prazdnichnoe-pozdravlenie-uchiteljam-i-nastavnikam-uzbekistana - Festive congratulation of the President of the Republic of Uzbekistan Shavkat Mirziyoyev to teachers and mentors of Uzbekistan].

In 2018, Tashkent state University of Economics and Ural state University of Economics signed an agreement on the establishment of a joint faculty. In addition, to make up for the shortage of teachers in pre-school institutions, a branch of the University of Puchon and a branch of the University of Sojong (South Korea) began their activities from the 2018-2019 academic year. Yeju technical Institute (South Korea) became the first private University in Uzbekistan, and Webster University-the first American University to open a representative office in Uzbekistan (https://www.gazeta.uz/ru/2018/07/30/tesl, 2018).

In the 2017-2018 academic year, 297,689 students were enrolled in the country's universities. In the number of students was made only 80 822 people. In institutions of higher education 107 employs 25 teachers, of whom with a scientific degree doctor of Sciences - 1 470, candidate of Sciences - 6 011, 1 078 people work as a Professor and 4 091 - associate Professor. (https://stat.uz/uploads/docs/oliy-talim-yan-dek-2017-ruu.pdf).

The action Strategy for the further development of the Republic for 2017-2021 outlines specific measures for the development of higher education. In modern conditions, the issues of stimulation of research and innovation, the creation of mechanisms for the implementation of its achievements in practice are of particular need. To achieve these goals introduced a two-tier system of postgraduate education, including the basic doctorate (with a thesis and awarding a scientific degree of the doctor of philosophy - PhD in the relevant branch of science) and doctoral studies (with thesis and awarding the degree of doctor of science - DSc). In order to improve the organization of research activities to a qualitatively new level, measures were taken to further improve the activities of the Academy of Sciences of the Republic of Uzbekistan, the main tasks and priorities of the Academy of Sciences on the basis of modern requirements, special attention is paid to the

stimulation of effective scientific activity.

One of the main goals of higher education reform is to ensure the real independence of universities in training and research activities. An important criterion for preventing the decline in the quality of higher education will be the availability of teaching staff with academic degrees.

The country has begun work on the creation of private universities and the opening of branches of leading universities in the development of the world, which will increase the opportunity for young people to get higher education in selected areas. As a result, conditions will be created for the transformation of the country within 10 years into an educational center of Central Asia for the training of highly qualified specialists.

This process puts forward the task of increasing the number of foreign students, which is of great importance in the formation of the competitiveness of the higher education system and is important for the promotion of the modern intellectual image of the country in the world community.

The country has changed the system of admission of students to universities, which allowed to ensure maximum transparency of examinations during the tests. In order to improve the mechanisms for innovation in universities created innovation funds and units for the commercialization of scientific research.

To raise the status and encourage teachers, measures are being taken to increase salaries and introduce a flexible system of remuneration.

A comprehensive analysis of the work of higher education institutions in modern conditions revealed a number of existing problems that adversely affect the level and quality of training of highly qualified bachelors and masters:

\* The national educational system has not adapted to the profound changes in society, which has led to limited access to higher education for certain citizens, poor families, socially vulnerable part of the population. Insufficient coverage of the student-age population by the higher education system in Uzbekistan (about 20%) is low by regional and international standards. The global trend is to increase the number of students enrolled in universities.

\* In the Republic there is a shortage of qualified personnel for new sectors of the economy, business, entrepreneurship and joint ventures. This is especially true for such areas as space research, nuclear industry, information economy, heavy engineering, pharmaceutical industry.

\* There is a lack of communication between universities and private business. According to a world Bank study, 35.0% of companies in Uzbekistan face difficulties in finding qualified professionals with higher education.



\* Modern requirements do not meet the level of material and technical base of individual universities. There is a low level of use of information technologies in the educational process both in terms of expanding access and in terms of the use of new teaching methods.

\* Insufficient level of scientific potential of teachers working in higher education. In Uzbekistan, the share of doctors of science (PhD, SSD) in the structure of the teaching staff is only 37.9%, the remaining 62.1% are teachers who do not have academic degrees. The trend of recent years is the aging of scientific and pedagogical personnel with academic degrees and titles, while reducing the influx of young people. Teachers of pre-retirement and retirement age make up 31.3% of the total number of highly qualified specialists.

\* There is an acute shortage of teachers with knowledge of foreign languages.

\* Further improvement of the system of training of doctors of Sciences and the work of specialized councils for the defense of doctoral dissertations is required.

\* Higher education institutions need systematic professional development of the teaching staff, including in foreign universities.

\* The system of distance learning of highly qualified personnel and postgraduate education remains underdeveloped in the Republic.

• The quality assurance system of higher education is not in line with international best practices.

## ANALYSIS AND RESULTS

In conditions of deepening market relations, the task arose of further improving the system of higher education:

- Raising the status of the teaching staff, introducing a flexible system of remuneration depending on the results of research, academic work, freeing up time for main work by reducing the bureaucratic load.

- A dramatic improvement in the quality of education in higher education through the introduction of new modern educational programs, improving the content of textbooks and teaching aids, pedagogical and smart technologies in the educational process.

- Implementation of a national system for assessing the quality of higher education and its impact on the level of innovative development of the country.

- Increasing the coverage of higher education of the young generation of all segments of the population, by increasing the number of universities, including foreign branches and non-state higher education institutions.

- The adoption of specific measures to provide universities with the opportunity to independently determine quotas for admission of students and providing opportunities for applicants to enter several universities at the same time.

- Enhancing youth access to higher education through the development of distance learning.

- Strengthening the relationship between universities and research institutes with foreign partners, participation in international internship programs for students and scientists, expanding the program of funds and scholarships for teaching students in foreign universities.

- Staffing of university departments with young talented personnel.

In the new period of development in Uzbekistan, considerable efforts are being made in the higher education sector to meet the requirements of socio-economic development, which requires more competitive bachelors and masters who have been trained in those areas that correspond to the main priorities of the market economy. The higher education system of Uzbekistan to a certain extent does not meet the requirements in fulfilling its role as an engine of innovative approaches and a generator of new ideas, which is necessary to stimulate the growth of a modern, knowledge-based economy.

In the context of deepening market reforms by state bodies, together with universities, measures are being taken to ensure equal access to higher education for young people. This indicates that in the system of higher education there are drawbacks to its availability, some universities use outdated mechanisms for training specialists and ensuring the quality of the educational process. Not focused on the issues of strategic vision, access, management, quality assurance, financing the higher education system and its relevance to the new period of the country's development.

Despite the measures taken to improve the activities of higher education institutions, in individual universities there is no comprehensive plan that defines the medium and long-term vision of each department, specialty and overall development of the university. The development and adoption of a comprehensive modernization strategy for each university is the most important factor to ensure the contribution of the faculty and staff of universities, as well as to ensure a general understanding of the large-scale results of the reform of the higher education system as a whole.

The analysis shows that the rate of enrollment of talented youth in universities of Uzbekistan is low. Enrollment models do not meet the needs of a growing economy and the needs of students. The modern development of a higher education system that meets the needs of a growing economy and social sector requires universities to be able to provide more places for admission depending on demand. This will allow





market structures to supplement the existing system and reduce the demand for qualified graduates, which is provided by the higher education system. And finally, expanding access to higher education can be achieved by low-cost means using modern innovative technologies in distance learning.

In the system of universities, the structure that regulates the participation of the non-state sector in the higher education system is restrictive (as evidenced by the insufficient number of private universities). The Board of Trustees should be transformed from an advisory body into a body with real powers. The Board of Trustees together with the Academic Council should be empowered with broad powers to draw up most of the university or university curriculum, possibly up to 20.0% of the curriculum content (and the remaining 80.0% are determined by state educational standards and leading universities in each discipline). This will allow universities to differ from each other and meet growing local needs and demand. Councils of universities and universities should be empowered to change student quotas within 20.0% of the level determined by the government. To stimulate an effective decision-making process at the university level, it is important to create a modern information system for managing higher education. A fundamental reform of the rules and regulations governing private sector participation in the provision of higher education services is needed.

The current standards for ensuring the quality of higher education do not comply with international practice. The quality assurance system is in transition and is trying to move away from a centralized management and control system towards a system that includes international best practices. It is important for Uzbekistan to develop a comprehensive system for ensuring the quality of higher education that is consistent with the procedures of the international educational process. Such a system will have to ensure that higher education in Uzbekistan meets international requirements for entering the global educational space.

Uzbekistan is entering a stage of development, which could be an important stage in the implementation of its socio-economic potential. In the country, the demand for qualified personnel is growing at a faster pace than supply, and there is a mismatch between the professional knowledge and skills of university graduates and the needs of the market.

In the context of deepening market reforms, it is necessary to increase the relevance of knowledge and skills of university graduates to market needs, as well as to create and strengthen innovative infrastructure that will enhance the quality of universities in general, stimulate the use of creative and innovative approaches to learning.

## CONCLUSION/RECOMMENDATIONS

Thus, as a conclusion, it should be noted that in Uzbekistan over the years of a new stage of development, targeted, large-scale work has been carried out to reform the entire system of higher education, which is extremely important from the point of view of developing innovative ideas, developing and introducing new technologies, as well as preparing graduates who answer goals of socio-economic development of the country.

Firstly, higher education is a fundamental component of human capital, competitive education has a direct connection with the reform processes in Uzbekistan. In this regard, the main direction is to stimulate research and innovation in the field of higher education, which create the conditions for the dynamic development of society and improve the quality of the competitive staff training process, the wide involvement of gifted youth in universities, and strengthen the scientific potential of higher educational and scientific institutions, which is the main factor in the innovative development of the country.

Secondly, high-quality higher education is directly related to productivity growth and economic development in general. Higher education, in particular, is extremely important in terms of developing innovative ideas, developing and introducing new technologies, as well as training graduates who meet the goals of the country's socio-economic development.

Thirdly, in the context of training new personnel for the new economy, it is necessary to introduce innovative ideas into the educational, educational, research activities of universities, which will serve to further deepen the focused large-scale work on reforming the entire system of higher education.

Fourth, the expansion of the country's international cooperation, the increase in export potential, and the production of competitive products for the domestic and foreign markets strongly dictate the further improvement of the training of qualified bachelors and masters. This process is directly related to the need to increase the international rating of universities and scientific organizations in Uzbekistan.

Fifthly, the involvement of gifted university graduates in science requires a review. To create favorable conditions for attracting talented masters in scientific and pedagogical work, it is necessary to attract the possibilities of financial support of the private sector, state and international organizations.

## APPROBATION

The results of this study were tested at a meeting of the scientific Roundtable on the theme: "Uzbekistan on the path to innovative development" in the Tashkent branch of the Russian Economic University named after G.V. Plekhanov December 1, 2018. The discussion of the reports was attended by leading scientists from universities of the Republic of Uzbekistan. Also on the



topic of the study, the authors of the article spoke at the republican scientific and practical conference "Innovative development of the economy of the Republic of Uzbekistan: foreign experience, trends and prospects", which was held in Tashkent on October 12, 2018.

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